

Minnesota's Hospitals and Health Systems are Committed to Retaining Nursing Professionals



Minnesota's hospitals and health systems deeply value and respect the critical role that nursing professionals play in delivering high-quality care to patients. We recognize that nursing professionals are integral members of our care teams, and we are committed to providing them with the support and resources they need to thrive in their careers. Below are just some of the ways our hospitals and health systems work to retain our nursing professionals and create a culture of excellence across Minnesota.

1.

Nation-leading compensation

Minnesota's hospitals and health systems recognize the value of their nursing professionals and offer competitive compensation packages. According to a recent study, Minnesota ranks second in the nation for compensation among nurses, adjusted for cost of living, which speaks to the priority hospitals and health systems place on ensuring nursing professionals are well compensated for their expertise and commitment to patient care.

2.

A historic new contract for nurses

Minnesota's hospitals and health systems, with Minnesota Nurses Association (MNA) collective bargaining, recently settled a historic agreement which includes "unprecedented new language to address chronic understaffing," and "an 18 percent pay increase over three years in the Twin Cities and 17 percent in the Twin Ports." The MNA called it a "historic win for nurses and patients at the bedside," demonstrating hospitals' commitment to addressing the staffing concerns of their nursing professionals.

3.

Flexible scheduling to support balanced lives

Minnesota's hospitals and health systems recognize the importance of work-life balance and understand the unique needs of their nursing professionals. To support their well-being, they offer flexible scheduling options. Over 57 percent of nursing professionals are working schedules that are less than full-time, allowing them to balance their work and personal lives more effectively. Hospitals and health systems also offer robust benefits packages, even to nurses who work on only a fraction of full time.

4.

Cash bonuses and retention programs

Minnesota's hospitals and health systems offer a variety of retention programs to incentivize nursing professionals to stay. These programs include cash bonuses, tuition reimbursement, or other valuable perks. These initiatives demonstrate hospitals' commitment to supporting and investing in their nursing professionals' careers.

5.

Enhancing workforce safety

Minnesota's hospitals and health systems are committed to preventing and addressing workplace violence incidents. 100% of MHA hospitals have completed the Workplace Violence Prevention Roadmap, which includes guidance on workplace violence prevention programs, policies, and training. Hospitals and health systems have also established reporting mechanisms and incident response protocols to ensure that workplace violence incidents are quickly identified and addressed.

In 2016, MHA, MDH, and the Minnesota Sheriffs' Association formed a health care and law enforcement compact to improve collaboration when patients are involved with law enforcement. By completing the Workplace Violence Prevention Roadmap and prioritizing collaboration between health care and law enforcement, hospitals and health systems are living their commitment to protecting the safety and well-being of their employees. Hospitals recognize that more needs to be done, and are committed to working together to prevent workplace violence.

